

What is HEA 1242?

Indiana House Enrolled Act 1242

- Became a state law in Indiana on July 1, 2014.
- Adds veteran status to the protected categories already covered in the Indiana Civil Rights Law—race, religion, color, sex, disability, national origin, and ancestry.
- A veteran under the Indiana Civil Rights Law includes someone who served in the U.S. armed forces, a member of the Indiana National Guard or a reserves component of the armed forces.
- The law covers private employers with at least six employees as well as the state of Indiana and local governmental units.
- Employers are required to provide notice of this bill in a format accessible to applicants.
- The Indiana Civil Rights Commission (ICRC) enforces the Act and is generally empowered to order remedies for discriminatory conduct, including the payment of lost wages, salary, or commissions.
- The law enlarges the ICRC's powers if it finds an employer failed to hire someone based on veteran status. In such a situation, the ICRC can order the employer to place the veteran in the position he or she was seeking.



Indiana Civil Rights Commission

100 North Senate Avenue, Room N103

Indianapolis, IN 46204

(317) 232-2651

icrc@crc.in.gov

<http://www.in.gov/icrc>